

Curriculum Vitae

CAROL E. FLETCHER

Research Health Science Specialist
Veterans Administration Ann Arbor Health Care System
Center for Practice Management and Outcomes Research (11-H)
P.O. Box 130170
Ann Arbor, Michigan 48113-0170
734-769-7100, ex 6212, phone
734-761-2939, fax
carol.fletcher@med.va.gov
ceffletch@umich.edu

EDUCATION:

University of Michigan, 1999
Doctor of Philosophy, Nursing Systems
Eastern Michigan University, 1990
Master of Liberal Studies, Interdisciplinary Technology
University of Michigan, 1960
Bachelor of Science in Nursing

PROFESSIONAL EXPERIENCE:

University of Michigan Substance Abuse Research Center
Affiliate Member, 2003-current
Veterans Administration Center for Practice Management and Outcomes Research, Ann Arbor
Research Health Science Specialist, 2001-current
Veterans Administration Center for Practice Management and Outcomes Research, Ann Arbor
Post Doctoral Fellow, 2000-2001
Indiana State Nurses Assistance Program
Director of Research, 2001-2004
Michigan Health Professional Recovery Corporation, Brighton, MI
Director of Research, 2000-2004
Oakwood Hospital – Beyer Center, Ypsilanti, MI
Assistant Director of Nursing, 1991-2000
Nurse Manager, 1986-1991
Head Nurse, 1977-1986
Staff Nurse, 1971-1977
University of Michigan Hospital, Ann Arbor, MI
Staff Nurse, 1961-1971
Sage Memorial Hospital, Ganado, AZ
Staff Nurse, 1960-1961
University of Michigan Hospital, Ann Arbor, MI
Staff Nurse, summer of 1960

PUBLICATIONS:

Peer reviewed

Fletcher CE, Hetzel JM. Treatment of Chronic Pain in Persons with a History of Substance Abuse.
Submitted for publication.
Fletcher, CE. Break the Cycle, Not the Nurse. Nursing Spectrum, 5(11):30-31.
Fletcher CE, Ronis DL. 2004. Satisfaction of Impaired Health Care Professionals with Mandatory
Treatment and Monitoring. Journal of Addictive Diseases. In press.
Skipper GE, Fletcher CE, Rocha-Judd R, Brase DA. (2004) Tramadol Abuse and Dependence
Among Physicians. JAMA, 292(15):1818-9.
Copeland LA, Fletcher CE, Patterson JE. Veterans' Health and Access to Care in the Year
Following 9/11. Military Medicine. In press.
Fletcher CE. 2004. Health Care Providers' Perceptions of Spirituality While Caring for Veterans.

- Qualitative Health Research, 14(4):546-561.
- Fletcher CE. 2002. The Need to Address Hospital Politics to Reduce Medication Errors. Policy, Politics, & Nursing Practice, 3(1):66-72.
- Fletcher CE. 2001. Michigan's Unique Approach to Treating Impaired Health Care Professionals. Journal of Addictive Diseases, 20(4):97-111.
- Fletcher CE. 2001. Hospital RNs Job Satisfaction and Dissatisfactions. Journal of Nursing Administration, 31(6):324-31.
- Fletcher CE. 2000. The Need for Accurate Data: An Essential Component in Reducing Needlestick Injuries. Policy, Politics, & Nursing Practice, 1(4):316-24.
- Fletcher CE. 1998. Overview – Healing Methods for Patients: An Independent Learning Module. Oakwood Healthcare System, 3-4.
- Fletcher CE. 1997. Failure Mode and Effects Analysis: An Interdisciplinary Way to Analyze and Reduce Medication Errors. Journal of Nursing Administration, 27(12):19-26.
- Fletcher CE. 1997. A Multifaceted Approach to a Complex Issue. Journal of Nursing Administration, 27(12):8-9.

Other publications

- Fletcher, CE. 2003. Public Health and the Tobacco Settlement Dollars. Michigan Nurse, 76(9):15,20.
- Fletcher CE. 2002. Tobacco Settlement Funds – Intent vs. Actuality. Michigan Nurse, 75(9):11,20.
- Fletcher CE. 1999, Mar. 17. Citizens Should Press for Anti-Smoking Campaign. The Ann Arbor News, guest editorial, p.A-6.

Abstracts

- Fletcher CE. 2004. Experience with Peer Assistance for Impaired Nurses in Michigan. Journal of Nursing Scholarship, 36(1):92-93.

ACKNOWLEDGMENTS:

- Joint Commission on Accreditation of Healthcare Organizations. 2002. Failure Mode and Effects Analysis in Health Care – Proactive Risk Reduction. Joint Commission Resources: Oakbrook Terrace, IL.

GRANT SUPPORT:

- 2004: Evaluation of Primary Care Nurse Practitioners' Duties and Responsibilities in VISN 11, Principal Investigator @ 20%, \$21,000
- 2003: An Evaluation of a Coordinated Proactive Diabetes Eye Care Program, HSR&D, Investigator @ 30%, S. Bernstein, P.I., two years, \$741,891
- Detecting Causes of Preventable Blindness in Diabetics, Michigan Diabetes Research and Training Center, Investigator @ 20%, S. Bernstein, P.I., one year, \$48,619
- Pain Management Pilot Evaluation Study, HSR&D, LIP #41-111, Principal Investigator, \$3,000
- Strengthening the Nurse Physician Relationship, HSR&D, LIP #41-100, Principal Investigator, \$1,000.
- 2002: Health Care Providers' Perceptions of Spirituality as It Applies to Patient Care, HSR&D, LIP #41-092, Principal Investigator, \$10,000
- Veterans' Perceptions of their Health and Access to Care the Year Following 9/11, LIP, Co-Investigator, \$10,000.

JOURNAL REVIEWER: Journal of General Internal Medicine, 2004 - present
 Southern Medical Journal, 2003 - present
 Medical Care, 2002 – present

PRESENTATIONS:

- Presenter, Meeting the Spiritual Needs of Veterans, Nursing Grand Rounds, VAMC, Jan 2005, Ann Arbor
- Presenter, Treatment of Pain in Persons with a History of Substance Abuse, American Nurses Association Convention, June 2004, Minneapolis.
- Presenter, Satisfaction of Impaired Health Care Professionals with Mandatory Treatment and Monitoring, Center for Practice Management and Outcomes Research, Feb 2004, Ann Arbor
- Presenter, Health Care Providers' Perceptions of Spirituality as It Applies to Veterans' Care, Psychiatry Department staff meeting, Jan 2004, Ann Arbor
- Presenter, Health Care Providers' Perceptions of Spirituality as It Applies to Veterans' Care, End Of Life Meeting, Dec 2003, Ann Arbor
- Presenter, HPRP Annual Data Report, Health Professional Recovery Program Provider Meeting, Nov 2003, Howell, MI
- Presenter, Update on Research Activities at the Michigan Health Professional Recovery Corporation, June and July 2003, Brighton, MI
- Panel Member, The Veterans Braintrust: The High Price of Freedom – Wives, Families, Friends and Years of Support, Sept. 2002, Washington DC
- Panel Member, POW Family Experience, Department of Veterans Affairs Employee Education System, Aug. 2002, San Diego, CA
- Presenter, Urinary Tract Infection: The Forgotten Patient Safety Issue. American Nurses Association Convention, July 2002, Philadelphia.
- Presenter, Certificates of Confidentiality. VA Center for Practice Management and Outcomes Research, March 2002, Ann Arbor.
- Presenter, Patient Safety and Health Professionals Impaired by Substance Abuse or Mental Health Issues. Midwest Nursing Research Society, Mar. 2002, Chicago.
- Presenter, Quarterly HPRP Update, HPRC Committee, Dec. 2001, Lansing
- Presenter, Preliminary Results from Analysis of the HPRP Database, MHPRC Board of Directors, Oct, 2001, Brighton
- Presenter, Preliminary Results from Analysis of the HPRP Database, HPRC Committee, Sept. 2001, Lansing
- Panel Member, Meeting the Needs of Former Prisoners of War, Department of Veterans Affairs Employee Education System, July 2001, San Antonio Texas
- Guest Lecturer, Introduction to the HPRP Database, Michigan Health Professional Corporation Addictionist Meeting, July 2001, Brighton MI
- Guest Lecturer, Hospital RNs Job Satisfactions and Dissatisfactions and the role of political activism in nursing, Eastern Michigan University Nursing Class, 2001, Monroe, MI
- Presenter, Hospital RNs Job Satisfactions and Dissatisfactions, Veterans Administration Health Services Research & Development Group, 2001, Ann Arbor
- Presenter, Hospital RNs Job Satisfactions and Dissatisfactions, University of Michigan School of Nursing Systems Interest Group, 2001, Ann Arbor
- Guest Lecturer, The Relationship of Stress to Illness and Injuries in Nurses, Borgess Medical NORT Education Series, 2000, Kalamazoo
- Speaker, The History of Beyer Hospital: What It Can Teach Us About Healthcare Today. Sigma Theta Tau, Eta Rho Chapter, annual banquet, 2000, Ann Arbor
- Guest Lecturer, Challenges in Information Technology Introduction into Hospital and Health Care Settings, Eastern Michigan University class in Interdisciplinary Technology, 1999, Ypsilanti, MI
- Speaker, Current Political Issues Affecting RNs, Nurses Week, 1998, Annapolis Hospital, Wayne, MI
- Discussion Leader, Issues Regarding State Funding for Anti-tobacco Activities, Nurses Impact, 1997, Lansing, MI
- Paper Presentation, Three Instruments to Measure Professionalism in Nurses, Sigma Theta Tau Biennial Convention, 1995, Detroit, MI
- Presenter, Use of Non-Citizen RNs to Fill Nursing Positions in the U.S., University of Michigan School of Nursing Preceptor Recognition Day, 1994, Ann Arbor, MI

Presenter, Issues Involved in Working with Impaired RNs, Project Muscle, 1990 & 1993, Lansing

POSTER PRESENTATIONS:

Fletcher CE & Ronis DL. Satisfaction of Impaired Health Professionals with Treatment and Monitoring. Academy Health Annual Meeting, San Diego, June 2004.

Copeland LA, Fletcher CE, Patterson J. Veterans' Health and Access to Care in the Year Following 9/11. Academy Health Annual Meeting, San Diego, June 2004.

Copeland LA, Fletcher CE, Patterson J. Veterans health and Access to Care in the Year Following 9/11. APA Annual Meeting. New York, May 2004.

HONORS AND AWARDS:

Winner, Education Award, Washtenaw-Livingston-Monroe District of Michigan Nurses Association, 1998

Partial funding for dissertation research, University of Michigan School of Nursing, 1998

Partial funding for dissertation research, Michigan Nurses Association, 1998

Winner, Student Paper of the Year, American Academy of Medical Administrators, 1990

PROFESSIONAL ORGANIZATIONS and ACTIVITIES:

Delegate, American Nurses Association House of Delegates, 2003

Academy for Health Services Research and Health Policy, 2001-current

Michigan Nurses Association, Congress on Public Policy, 1998-2002, chair 2000-2002

Michigan Nurses Association Liaison to Tobacco Free Michigan Action coalition, 1996-current

Michigan Health Professional Recovery Corporation, Board Member, 1996-2001

Michigan Nurses Association Convention Delegate, 1997-2002

Midwest Nursing Research Society, 1991-current

American Academy of Medical Administrators, 1989-2000

Sigma Theta Tau (Nursing Honorary Society), 1990-current

Beyer Hospital Medication Committee, chair, 1990-2000

Michigan Nurses Association Legislation Committee, 1996-98

American Nurses Association Convention Delegate, 1995

Michigan Nurses Association Impaired Professional Committee, 1990-1996

EXTRACURRICULAR ACTIVITIES:

I have been actively involved in feeding and housing the homeless through my church for a number of years. I am also an active monthly letter writer for Amnesty International and several environmentally oriented groups. In the past I have been a Scout leader for many years, a P.T.O. board member, and have taught Sunday School. I have also been a member of a local citizens group monitoring neighborhood development.

1/6/05